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- Leaflets
- posters
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Methods of application:

- On the web site www.znanjezales.surch for the box »Aktualno« and click on »Application. Complete the application form and send it to:
- by regular mail to the address: Furniture and Wood Processing Association, Dimiceva 13, 1504 Ljubljana, marked with »Registration ZnanjeZales«
 - fax 01 2302 258
 - by e-mail to znanjezales@gmail.com.

Wise men don't need advice.

Fools won't take it.

(Benjamin Franklin)

ABOUT KNOWFORWOOD PROJECT

Transfer of innovative practices in the Vocational Education & Training to Slovenian Wood Sector

Processes of globalization require from Slovenian and European wood processing sector implementation of new paradigm of Lisbon-based competitive strategy - a knowledge-based society and economy. Innovative systems and models of lifelong learning (LLL) for the promotion of innovation are the key part of this process. For this purpose we have developed sector LLP, which covers the emerging gaps in knowledge and skills in the Slovenian wood-processing sector.

Duration of Program:

From 01.10.2008 to 01.10.2010

Partners

- GZS – Združenje lesne in pohištvene industrije, Slovenija
- Lesarski grozd, Slovenija
- BF - Oddelek za lesarstvo, Slovenija
- Srednja gozdarska in lesarska šola Postojna, Slovenija
- Center Republike Slovenije za poklicno izobraževanje, Slovenija
- Hellenic Regional Development Center, Grčija
- InnovaWood Ltd, Irska



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Visit

www.znanjezales.si

News**Sector Training Program Information**

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**NEWS****Sector Training Program Information**

VOLUME I, ISSUE 1, may 2010

**The purpose of the training program**

The modern, globalized business environment requires from Slovenian timber companies realization of a new paradigm of competitiveness and its most important cornerstone is knowledge. A key part of this process is innovative systems and models of lifelong learning, when knowledge becomes the responsibility of all, businesses and employees. Following this request, we have responded by developing a pilot sector training program KnoeFORwood-ZnanjeZales, which covers the gaps in knowledge, skills and abilities of employees. The program allows the acquisition of new skills and competencies to cope with changes in technology and business processes, it disseminates knowledge and increases opportunities for personal success and advancement. By educating employees it offers companies the opportunity for a more effective transition to a higher level of added value and thus affects the development of the entire wood-processing sector.

BESEDA PARTNERJEV

KnowFORwood program is one of the key levers of the industry to enhance the knowledge and skills to leap into the knowledge society. Only qualified and motivated individual enables full exploitation of the available capacities of companies to achieve greater competitiveness.



Bernard Likar, Lesarski grozd

With this project KnowFORwood we got to know European examples of good practice in vocational and technical education and training. These examples confirm the correctness of our content guidelines and single approach in developing comparative education programs in woodworking.



Darja Štarkl, CPI

The project KnowFORwood brings so much welcomed and needed additional offer of professional training in the field of woodworking.



SGLŠ Postojna

Slovenian wood industry needs radical changes if it wants to be in the demanding global market. It must be restructured from labour-intensive industries to the industry, based on knowledge. The project KnowFORwood tries to bridge this gap between the necessary and actual level of skills that are needed for successful performing of tasks.



Leon Oblak, BF-Oddelek za lesarstvo

Ireland entered the project KnowFOEwood with collecting and transferring information on good practices and innovations in vocational education with an emphasis on the Irish system of vocational education and training Sector. The results of the projects are interesting for both the parent organization InnovaWood as well as its European subsidiaries.



Denis McGowan, Innovawood, Ireland

We have identified sector needs through this project and took concrete proposals for improving the training and administrative cultures. Directors of companies in the timber industry began to recognize the need for lifelong learning and developing skills identification, which could lead to personal growth and later give pulse to development of this sector.



Maria Archimandriti, HRDC, Greece

EDITORIAL

Slovenian economy is in the tectonic changes that will require ever more knowledge and creativity in products, services and in all business processes. Only you, who will sail into your business and catch this wind, you will enter the club of future winners. KnowFORwood sector training program will support you on your "voyage" with the most advanced educational approaches, verified both at home and in the EU. Enjoy the forthcoming skills.



Igor Milavec, director, Furniture and Wood Processing Association

Impressum :

Educational Training Program 2010	2
Advantage of Program	2
Your Opinion	2
Successful First Training	3
Plans for 2011	3
News from Here and There	3
Training Information	4
About KnowFORwood Project	4

EDUCATIONAL TRAINING PROGRAM 2010

The training program 2010 consists of technical and technological knowledge as well as “soft” non-technology skills such as team work, marketing and management of innovation. With different contents, the trainings are tailored to match both managerial and executive level as well as operational and productive level. They may be implemented in your company. We plan about 10 to 12 trainings by September 2010. Applications can be made until the fulfilment of vacant places. Some of these activities are suitable also for “non-wood” companies - check on www.znanjezales.si!

Modern Technology and Programs

The technology of Wood Glue (additional training of production workers)	Slavica Makoter in Marjeta Urbas Hribernik, SGLŠ Postojna
Modern Technologies and Materials for Green Development and Transition to a Low carbon Products and Processes	In preparation

Project Management

Project Management and Acquisition of Grants	doc. dr. Neva Maher, Much d.o.o.
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Development and Marketing of Products

Development and Marketing of Products	prof. dr. Leon Oblak
“Fairs are never without meaning” – Marketing of Fair	Aljaž Seliškar, Directa d.o.o.

Creative Thinking and Decision Making

Creativity and Innovation Management	dr. Borut Likar
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Business Informatics and Computer Science

Development of Business Informatics and Informatisation of Economics	doc. dr. Jože Kropivšek
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Management

Leadership and Motivation at Work	Danijel Polajnar, Glotta Nova d.o.o.
HRM – Motivating and Rewarding	In preparation
Management and leadership	Hosca Management Consulting (Irska)

Environment

Company and Environment – Economics of Environment and Sustainable Development	Janja Leban, GZS-CPU
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Good Communication Skills

Effective Communication of Management with Co-workers	Milan Terpin, Taktika Plus d.o.o.
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ADVANTAGES OF PROGRAM

The training program is designed on the needs of companies. Its main advantages are:

- quality training program designed on the basis of domestic and foreign experiences, tailored for working environment to solve concrete problems,
- innovative contents and methods of implementation of training,
- carried out with the best local and foreign trainers and professionals from companies
- it offers great potentials for exchanging experiences among the participants,
- (Cost benefits of training.

The training programs follow the good practices in European countries. Implementation of programs is very flexible and allows full adjustment to the needs of enterprises by type and place of execution.

The programs can also be modified, as we work on the principle of a learning system that constantly responds to the needs and already acquired experiences of participants.

To facilitate access to knowledge in this period of crisis it is particularly important to look for additional financial resources for co-financing the costs.

YOUR OPINION

Our employees, who were given training, were very satisfied with both the content and the method of implementation of workshops. They found such education useful and instructive. I believe that the sector education prepared on the basis of practical needs is much required.

Mira Thaler, Alples d.d.

The method of transferring the contents surprised me. It is a fresh approach which does not leave participants indifferent. Worth of praise!

Janja Vrtačnik, Strips d.o.o.

SUCCESSFUL FIRST TRAINING

On the 8th March 2010 we realized our first training under the KnowFORwood program entitled »Effective Communication of Management with Co-workers “. The training was lectured by Milan Terpin, supported by Janja Breznik and Matej Mušič from the company TAKTIKA Plus, d.o.o.

Participants: Alples d.d., Akron d.o.o. and Strips d.o.o..

Responses: praise, participants returned to the enterprises full of positive impressions, they especially appreciated technical knowledge they have acquired through innovative approaches.

We realized one of our goals – providing different and fresh or innovative ways of carrying out the training as the added value of the training program KnowFORwood.



PLANS FOR 2011

This autumn we intend to analyse the real needs of enterprises concerning shortages of skills and training again. We will prepare a new training program for 2011 on the basis of analysis and experiences from the performed training programs in 2010.

Our desire is a wider implementation of flexible and personalized sector training and we would also like to ensure the quality of performing standard under the brand name KnowFORwood.

In the next two years we intend to perform at least 24 to 30 training programs

for groups of enterprises not only for wood sector but also for forest and wood processing sector.

Our emphasis will be on transferring and introducing “Skills for the future”, innovative methods of execution and innovative content of training, on the increase of performing quality and skills, on introducing e-learning and e-supported implementation of training, on managing human resources and adapting to climate changes. All this should be based on sustainable use of wood.

Opportunities for formal recognition of the skills and competencies will be given our particular attention to allow also international recognition of the knowledge obtained through the program KnowFORwood.

With the training program KnowFORwood we will also directly support restructuring and the leap-frog of wood and forest sector in the segment of transmission and strengthening of knowledge and innovation.

NEWS FROM HERE AND THERE



holzcluster
steiermark gmbh



Wood Academy, Austria (www.holzcluster-steiermark.at/qualifizierung) is the professional sector program of expert training at a higher level since additional qualifications programs and technical level education are performed by schools. On the basis of preliminary analysis they have focused niches and orientated on informal qualifications. They adapt programs to the needs of enterprises and the way of getting education is faster than in the school process. Their trainers are the largest specialists in certain areas; they constantly verify satisfaction of students. After completing the education-training students receive certificates of the gained education and qualifications. During the exams the students practise working in intensive workshops and solve real examples from their working environment. They evaluate their goals constantly. The training modules are standardized and if needed they are upgraded with individual

goals of the enterprises.

Skillnets, Ireland (www.skillnets.ie), is the Irish example of good practice in the field of system approach of the state and the entrepreneurs in designing and implementing the network of customized training of the employers and the employees. Skillnets was established in 1999 with the aim of developing practical skills and competencies as a strategic response of Ireland to enhance the competitiveness and employability in the economy of knowledge. Skillnets is a kind of network of national training programs. Branch associations and employers' interest groups give the initiative for establishment and for resources of programs while the state covers systematically the framework and financing. Till now Skillnets has involved over 100.000 employees in 123 training programs. In the field of wood sector they have training programs on wood biomass, prefabricated construction, design...

It ain't what you don't know that gets you into trouble.

It's what you know for sure that just ain't so.

(Mark Twain)